

FLEET SUPPORT COMMUNITY

NPS BRIEF

April 1999

Introduction

- Your community
- Career development
- Success as a Fleet Support Officer
- Promotion & FITREPs
- Assignment process
- Current detailing considerations
- Joint tours/policies
- Personal responsibilities

Fleet Support Future

What's really happening?

- Dialog with CNP and CNO
- Navy-wide infrastructure reductions
and conversion of functions
- FSOs offer unique expertise/skills required by the fleet of the future
- Current strategies for success still apply
- SEW/CRYPTO merger--a dead issue

Fleet Support Mission

Support fleet and joint operations through management of the fleet support establishment and development of highly specialized technical and analytical capabilities.

Logistics Support Types of Billets

Port Ops officer
planner

Ops Logistics

Law enforcement/
Transportation officer

Security officer
analyst

Ops Research

BQ Manager
officer

Military Sealift

Brig officer

Shipping controller

Base/Station Admin

Mobilization

Planner

Comptroller

NAVSTA/SIMA XO

SEW

Types of Billets

Comm. officer	Requirements analyst
ADP Systems officer	Orbital analyst
Satellite Watch officer	SEW afloat
Resource sponsor	Program manager
Combat Systems officer	LAN manager
Information Systems officer	Combat Systems Officer
JMCIS officer	GCCS Officer
J6/N6 Staff officer	

MPT

Types of Billets

Recruiting
Officer

(EPO/OPO/Recruiter)

Officer

MEPS Ops Officer

Officer

N1/J1 Staff Officer

Manpower Analyst

Manning Control Authority

Planner

Manpower Policy Planner

Education/Training

Placement

Curriculum

Staff

Strength

PSD OIC

Subspecialties by Core Comp.

MPT core competency:

33 Manpower Systems
Analysis
37 Education and Training
Management
42 Operations Analysis
31 Financial Management

LOG core competency:

31 Financial Management
35 Transportation Management
42 Operations Analysis
43 Operations Logistics
34 Shore Station Management

SEW core competency:

45 Command and Control 77 Space Systems Engineering
55 Electronic Engineering 89 Information Technology Mgmt
76 Space Systems Operations 91 Computer Science
46 Information Warfare

Principal Assignment

- Expands opportunities
- Includes, but not exclusive to, traditional CO/XO tours
- Positions require screened officers
- Scope, autonomy, and responsibility are comparable to traditional CO/XO tours
- Successful completion prepares officer for next career milestone (e.g. O-5 PA prepares one for major command)

Principal Assignment

- Combined board held in December
- Consistent with core comp. development
- 3 looks over 3 successive years
- Looks begin 1 year prior to selection for 05 and year of selection for 04
- Overall opportunity varies depending on PA billet availability
 - % screened by look: 50 / 30 / 20 (05 PA)
30 / 50 / 20 (04 PA)
- Lateral transfers are included with their selection

What Does It Take to Be Successful?

Core competency skills

- Become the Navy's expert
 - Increasing breadth & depth of experience

Leadership and management skills

- Become the epitome of a Naval officer

Personal characteristics

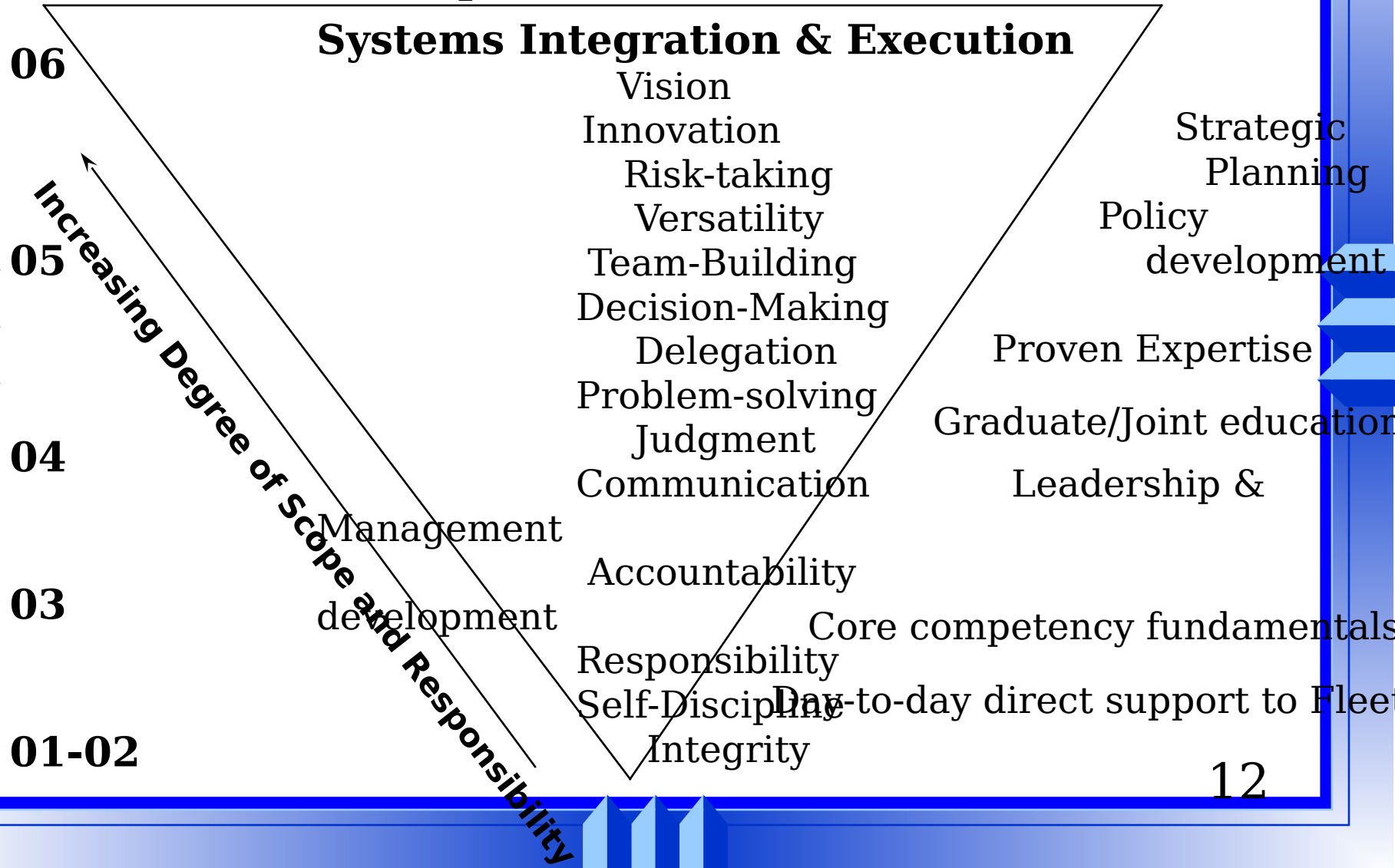
- Integrity, initiative, hard work, judgment

Analytical abilities

- Graduate/continuing education

Professional Development

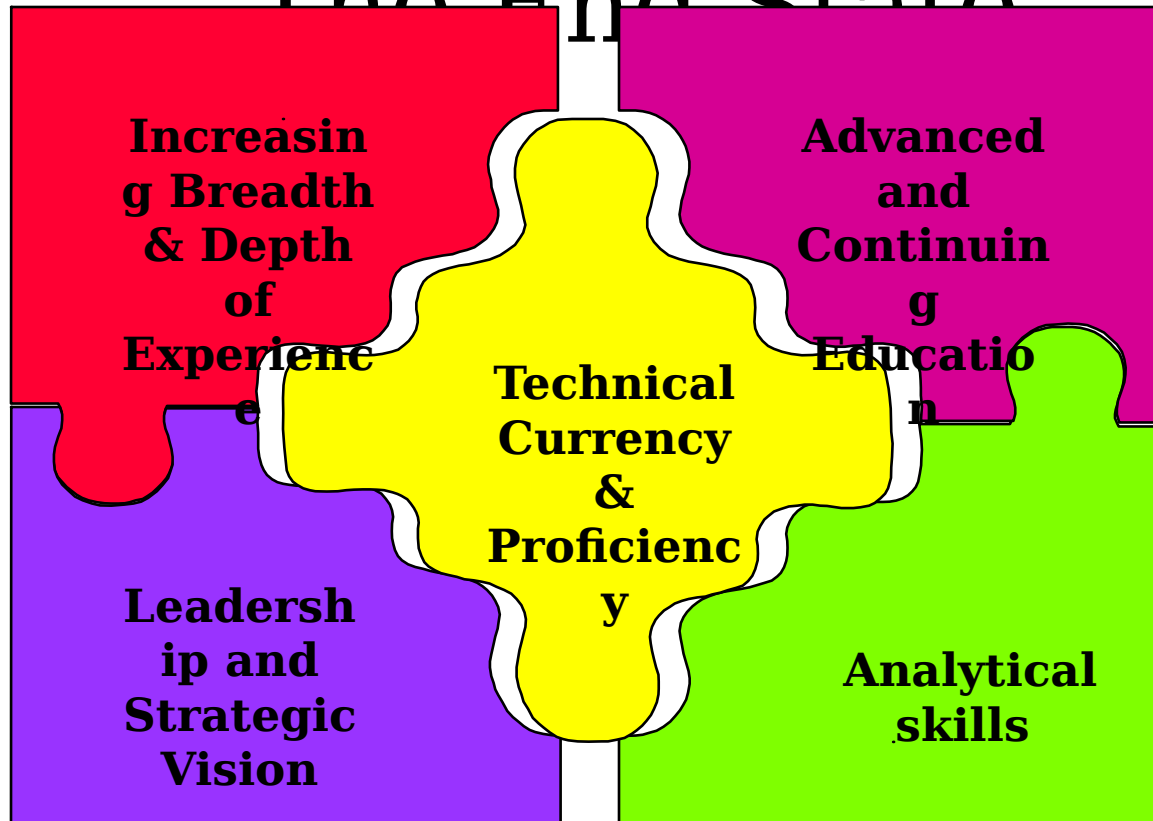
← Depth & Breadth →





Senior Fleet Support Professional

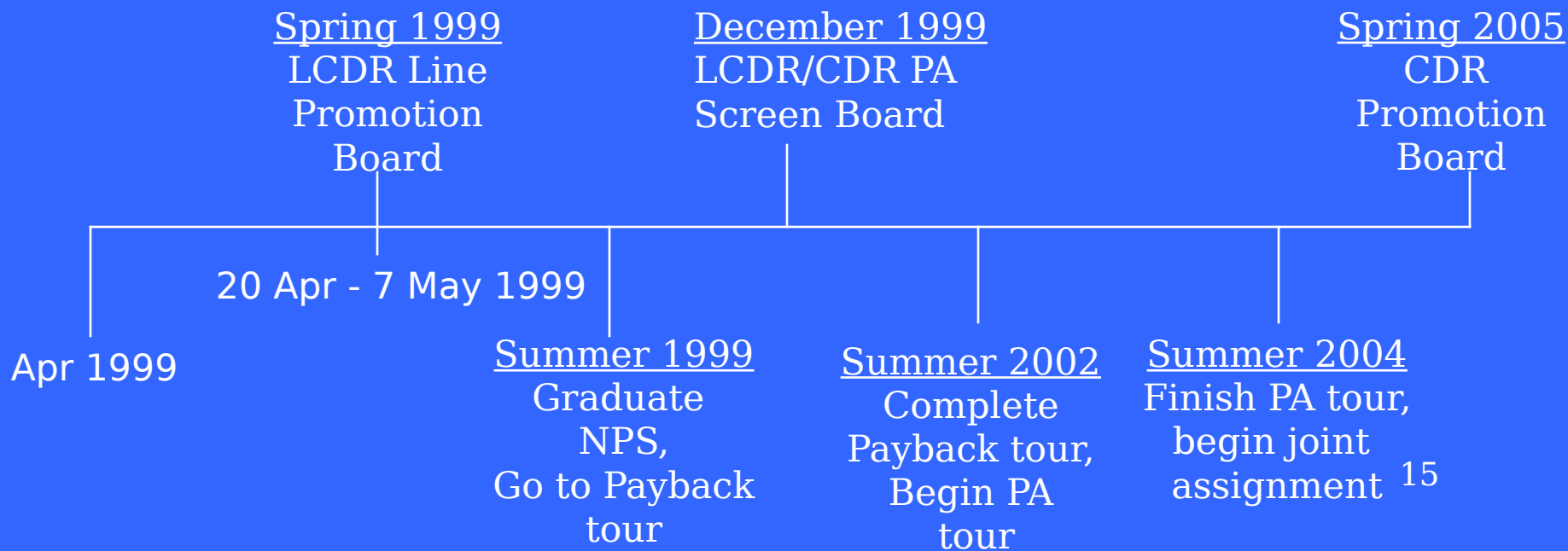
The End State



*... integration of professional factors to
create the Expert*

Developing Your Long Term Plan

- Develop and maintain a plan
- Outline your professional/personal goals
 - What will you invest?
 - What are your limitations?
- Use in discussion with detailers, reporting senior, m



Promotion zones for Fleet Support

Captain: **Senior in zone - 00801465**
 Junior in zone - 00821625
 Junior below - 00841395

CDR: **Senior in zone - 02494835**
 Junior in zone - 02523495
 Junior below - 02564120

LCDR: **Senior in zone - 08092945**
 Junior in zone - 08149385
 Junior below - 08241650

Promotion Plan

	<u>Opportunity</u>	<u>In</u>	<u>Expected</u>	
CAPT	50%	39	20	
CDR	60%	79	47	
LCDR	70%	75	52	

Promotions planning is tied to billet requirements
and projected vacancies

Process Behind Promotion Planning

LCDR requirements	200
Projected losses	52
Projected vacancies	52
Expected eligibles	$Y \times 70\% = 52$
	$Y=75$
	18

Fitness Report System

WHAT'S IMPORTANT?

- Your input
- Full and specific job description in block 29
- Consistency between trait grades and write-up
 - Accomplishment specific
 - Quantitative where possible
- Next milestone recommendation
- Officer's average as compared to reporting supervisor's average
- Promotion recommendation
- Performance comparisons, rankings, & other information now permitted

Understanding the PSR

- Individual's trait average
 - Average of your trait grades for this report only
- Summary group trait average
 - Everyone with whom you are compared for a period (same rank/designator/promotion status/ty

Reporting senior's cumulative average

- Every officer in the same paygrade regardless of designator or duty status (line or staff, active or retired) that the reporting senior has reported on in the last 5 years

Assignment Process

**INDIVIDUAL
S**

**COMMAND'S
REQUIREMENTS**

NEEDS

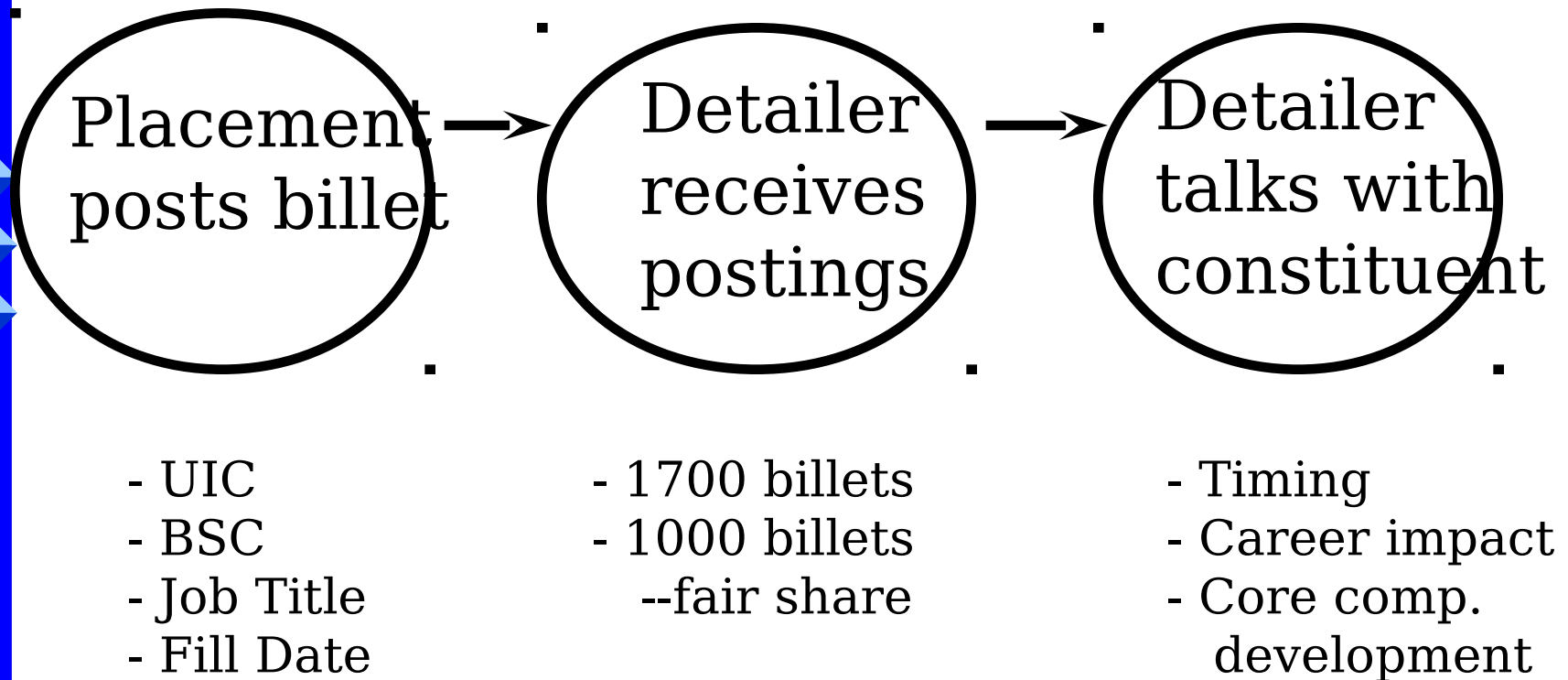
Needs of the Navy

Detailer

Plac

**Checks and
Balances**

Detailing Process



Current Detailing Considerations

1700 billet base is on-line

- The Navy counts on us to fill these!

Limited PCS funds are a reality now & in the future

- Move only at PRD
- Voluntary extensions favorably considered where appropriate
- Involuntary extensions may occur

Billets vs. Bodies

- More billets than people
- Short 161 LTs for 03 billets

NPS OBLISERVE

- 3 additional years for the first year
- Month for month after the first year

Examples:

A. 24 mth curriculum: $1\text{yr} = 3\text{ yrs}$
 $\underline{1\text{yr} = 1\text{ yr}}$
 payback is: 4 yrs

B. 24 mth curriculum: $1\text{yr} = 3$
 yrs _____

3 mth refresher: $1\text{yr} = 1$
 yr _____

• WAIVERS ARE NOT APPROVED

27 mths

3mths = 3

Co-location

Applies to military spouses only

Potential difficulties

- PCS funds
- Available core competency billet
- CO/XO tours
- Joint/specialty utilization
- Service schools
- Contact relief requirements

Detailers work hard to make it happen

Joint Tours

- Joint tours are applicable in every core comp
- Required by law for promotion to Flag for m communities
- It's smart to work and train the way we go to (i.e. unified commands, JTFs)
- It's cost effective to combine efforts (i.e. ME

Joint Tour Lengths

- Closely monitored: 3 years in CONUS and most overseas locations
- SECDEF waivers considered for:
 - Command billets
 - Humanitarian requests
 - Two month detailing window
- Waiver approval based on overall service compliance
 - Long process with no guarantees
- Navy statistics maintained; must comply

JPME

JPME Phase I (04 & 05)

Junior class

- Navy: Newport, RI
Mar, Aug, Nov
- MC: Quantico, VA
Aug
- Army: FT Leavenworth, KS
June
- Air Force: Montgomery, AL
Aug

Senior class (05 & 06)

- Navy: Newport, RI
Mar, Aug, Nov
- Army: Carlisle, Pa
July

JPME Phase I and II Combined (05 & 06)

- Industrial College of the Armed Forces
Aug
- National War College
Aug

JPME Phase II

- Armed Forces Staff College
Norfolk, VA (12 weeks)
Jan, Apr, Jul

Personal Responsibilities

Understand the expectations of your profession

Establish your personal and professional goals

Accept responsibility for your decisions

- Be flexible - plan ahead - share with your shipmates

Find out what you need to do to:

- Keep your record up-to-date
- Ensure subspecialties are awarded

Commit yourself to developing expertise and leadership skills over your entire career

Continue your education

Communicate with your detailer - understand limitations

Understand Needs of the Navy

Your Detailing Shop

NPC-4419

CAPT (SEL) Lofink: CAPT/CDR
email - p4419@persnet.navy.mil

CDR Dubuque: LCDR, XO slating
email - p4419a@persnet.navy.mil

LT Williams: ENS - LT
email - p4419b@persnet.navy.mil

901-874-4054 DSN: 882 FAX: -267

Assignment Process

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NEEDS

Needs of the Navy

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**Checks and
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